Cal. II-27—100,000—21-5-48.

Development (1948) Department

SERIES.

Confidential Letter No 4969

Dated 7- 9- 1948

[Despatch Abstract.]

Labour- Tripartite Labour Conferences and Standing Labour Committe on- Report of the action taken in pursuance of discussion.

Development Department.

Letter No.4569 dated 7-9-1948.

To

The Secretary to the Government of India,
Ministry of Labour,
New Delhi.

Sir,

Sub:- Labour- Tripartite Labour Conferences and Standing Labour Committees Report of the action taken in pursuance of discussions.

Ref:- Your letter No. L.C.2/338 dated 24-10-1944.

I am directed to enclose a report of action taken by the Government on the mattersdiscussed so far at the Labour Conferences and Committees.

sd. xxxxxxx

/True copy/

SD/ 31- 7- 1953

Superintendent,
Madras Record Office.

FIRST STANDING LABOUR COMMITTEE
November- December 1942.

1. Martime legislation affecting labour.

(a) Tripartite Collaboration machinery in Provinces.

No action is called for.

(b) Essential services Maintenance.

Ordinance XI of 1941.

No action is called for.

(c) National service (Technical Personnel) Ordinance II of 1940- Working of- Certain suggestions for consider-ation

No action is called for.

2. (a) Settlement of Trade Disputes.

The Industrial Disputes Act (Central Act XIV of 1947) which came into force from 1-4-1947 makes provision for the settlement of trade disputes.

(b) Technical Training Scheme.

No action is called for.

(c) Bevin Training Scheme.

This was a wartime measure.
No action is called for.

(d) Absenteeism.
(e) Transfer of labour.
(f) Hours of work.
(g) Industrial Health Research Board.

The discussion did not indicate any specific recommendation or need for action . No action is called for.

3. Earnings:

(a) Dearness allowance.

(b) Savings.

The discussion did not indicate any specific recommendation or need for action. No action is called for.

4. Labour Welfare.

The Employees' State Insurance Act received the assent of the Governor General on 19-4-1948. The Act, makes provision for sickness cash benefit, maternity benefit and disablement and dependants benefit.

SECOND STANDING LABOUR COMMITTEE MEETING.
January 1943.

1. Food Supplies to Industrial labour- Certain measures recommended.

The Inspectors of Factories and Labour Officers have

been instructed to persuade employers to open gran shops.

II. Joint adjudication under Defence of India Rules 81-A.

The Defence of India Rules have lapsed from 1-4-~~1944~~ 1947.

III. Deferred Bonuses.

It was generally agreed that there should be no compulsion on savings. No action is called for.

THIRD STANDING LABOUR COMMITTEE MEETING.

May 1943.

1. Report of the Procedure Sub-Committee.

No remarks.

2. (a) Fair wage clause in Government Contracts.

The question of adopting the fair wage clause in Provincial Government contracts is under the consideration of Government.

(b) A plan for labour legislation and labour welfare during wartime.

No action is called for.

3. Joint Production Committees in undertakings engaged in war work.

No action is called for.

4. Labour officers in Industrial undertakings.

The Provincial Government have stated that it is not necessary to appoint Labour officers in Industrial undertakings under their control.

Certain employers of large industrial undertakings in the Province have appointed labour welfare officers.

5. Working of Defence of India Rules 81-A.

The Defence of India Rule lapsed on 1-4-1947.

6. Employment Exchanges.

Employment Exchanges have been opened at several centres in the Madras Province. They are under the control of the Regional Director of Resettlement and Employment appointed by the Central ~~of~~ Government. In G.O. No. 1423 Misc. dated 22-3-194 the Government of Madras have ~~exkxx~~ ordered that the scope of the Employment Exchange should be extended to all categories of Employment seekers.

7. Industrial statistics Act(XIX of 1942)

The Deputy Chief Inspector of Factories is the Statistics Authority for the Census of Manufacturing Industries Rules issued under the Act.

FOURTH STANDING LABOUR COMMITTEE MEETING.
January 1944.

1. Statutory Wage Control.

The minimum wages act (General Act XI of 1948) received the assent of the Governor-General on 15-3-1948. Proposals for appointment of boards and committees, are under the consideration of the Government.

2. Employment Exchanges- Advisory Committee- Representation for Labour.

There are two representative of labour in the Madras Employment Exchange Advisory Committee.

3. Model Provident Fund Rules.

Copies of model rules relating to provident fund for industrial employees framed by the Government of India have been distributed to industrial concerns in the Madras Province.

The Central Government have introduced a Workers' Provident Fund Bill in the Central Assembly.

4. Canteen for Workers;

The Factories Act has been amended making it compulsory for industrial establishments employing 250 or more workers to provide canteen for their workers.

5. Report of the Committee on Dearness Allowance.

The report was not published. No action is called for.

6. Absecntism.

No action is called for.

7. Maintenance of Records of Services of Industrial Workers.

No action is called for.

8. Amendment to the Factories Act consequent on the change in Indian Standard Time.

This was done.
No further action is called for.

9. The Indian Trade Union's (Amendment) Bill.

The Indian Trade Unions (Amenment) Act. 1947 (Central Act XIV of 1947) received the assent of the Governor General on 20-12-1947. It is expected to come into force soon.

10. Permanent Secretariat for the Tripartite Machinery.

The Government of India considered that there was no case for a separate Secretariat.

Fifth Labour (Second Tripartite) Conference. September 1943.

1. Involuntary Unemployment due to shortage of coal, raw materials etc.

The employers have been advised to pay compensation on the scales laid down in the Government of India Circular in all cases of involuntary unemployment due to shortage of raw materials.

II. Procedure for the Conference.

The rules of procedure drawn up by the Procedure sub-committee were approved.

No further action is called for.

III. Labour Representation on Legislature, Local Bodies and Statutory committees.

There are six labour representatives in the Madras Legislature. The question of giving representation for labour on local bodies is under the consideration of the Government of Madras. The Municipal Act has been amended raising the number of seats for labour in the Corporation of Madras, from two to four.

IV. Principles for fixing Dearness Allowance.

Copies of letter NO. L.R. 53(18) dated 16-11-1945 of the Government of India laying down the principles regarding the downward movement of dearness allowance have been communicated to the Labour officers and employers' Association in the Madras Province. NO further action is necessary.

V. Provision for Standing Orders on the lines of Provisions in chapter V of the Bombay Industrial Disputes Act. 1938, in Large Industrial Concerns.

The Industrial Employment (Standing Orders) Act (Central Act XX of 1946) came into force on 23-4-1946.

FIFTH MEETING OF THE STANDING LABOUR COMMITTEE. June 1944.

1. The Indian Trade Unions (Amendment) Bill.

Please see item 9 under Fourth Standing Labour Committee Meeting, January 1944.

II. Draft Rules under the Industrial Statistics Act.

Please see item 7 of the Third Meeting of the Standing Labour Committee, May 1943.

III. Compensation to workers refused leave in the interest of production.

No action is called for.

SIXTH (THIRD TRIPARTITE) LABOUR CONFERENCE.

October 1944.

1. Compulsory Insurance of Employer's Liability under the Workmen's Compensation Act.

The Employees' State Insurance Act, (Central Act XXXIV of 1948) which provides for certain benefits to employees in case of sickness, maternity and employment injury, received the assent of the Governor-General on 19-4-1948.

2. Revision of the Trade Disputes Act.

The Trade Disputes Act (Cetnral Act XII of 1939) was repealed, and the Industrial Disputes Act (Central Act XIVof 1947) came into force on 1-4-1947

3. Sickness Insurance.

Please see item 1 above.

4. Organization of Employment in the transition from War to Peace.

Please see letter NO. 2596 Development Department dated 4 -7-1946 from the Government of Madras to the Government of India regarding the action taken by the Provincial Government on the lines of recommendation No.72 of the International Labour Office.

5. Minimum Wages.

Please see item 1 of the Fourth Standing Labour Committee Meeting in January 1944.

6. Resolution passed by the All India Trade Union Congress on the procedure for amendment of the defence of India Rules affecting Labour.

No action is called for.

7. Special Rations to Workers doing heavy manual work.

The Government of Madras have been allowing special rations to workers doing heavy manual work.

SIXTH MEETING OF THE STANDING LABOUR COMMITTEE.

16th March 1945.

1. Report on Health Insurance for Industrial Workers.

Please see item 1 of the Sixth (Third Tripartite) Labour Conference, October 1944.

SEVENTH MEETING OF THE STANDING LABOUR COMMITTEE
28th August 1946.

1. Report of the Sub-Committee for the revision of the Constitution of the Tripartite Labour Organisation.

No action is called for.

2. Industrial Housing and the responsibility of the Employer in connection therewith.

The Government of Madras have announced that they will consider any scheme submitted by employers for housing industrial and other workers in urban areas on their merits if they are of an urgent nature, and that they will address the Government of India for financial assistance, if necessary.

3. Draft Rules, under the Factories (Amendment) Act 1945, relating to Holidays with pay.

Rules under the Act have been framed for the Madras Province in consultation with the Government of India.

4. Amendment to the Workmen's Compensation Act- Definition of "Workmen's" (Wage level)

The maximum wage level has been raised from Rs.300/- to Rs.400/- by an amendment of the Act,

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SEVENTH LABOUR CONFERENCE 27 & 28 Nov. 1945.

1. Unemployment

i. Involuntary unemployment resulting from controls.

The Government of India have made suitable modifications in their circular relating to compensation for involuntary unemployment with reference to the discussions at the conference.

ii. Unemployment during transition from War to Peace.

Please see item 6 under Third Standing Labour Committee Meeting, May 1943.

2. Reduction of Working Hours under the Factories Act.

Under the Factories (Amendment) Act, 1946, the hours of work have been reduced from 54 to 48 per week from 1-8-1946.

3. Minimum wage Legislation.

Please see item 1, under Fourth Standing Labour Committee Meeting in January 1944.

4. Attitude of Employment Exchanges during strikes and lock-outs.

In G.O. Ms. No. 4161, Development Department, dated 25-8-1947, the Government of Madras have authorised the Commissioner of Labour on their behalf to notify the Employment Exchanges of the illegally of strikes or lock-outs and to direct them to submit workers to fill vacancies which have arisen through illegal strikes or lock-outs and to send the Government of India and the Regional Director of Resettlement and Employment, Madras, a monthly report of all cases of illegal strikes or lock-outs requiring action under letter 50(1) dated 1-7-1947 of the Government of India, Department of Labour, New Delhi.

5. Industrial Canteens.

The Factories Act has been amended requirng factories employing more than250 persons to maintain canteens for workers.

6. Workmen's Compensation Act Amendment.

The Act has been amended.

7. Employment (Standing Orders) Bill.

Please see item Vi of the Fifth Labour (Second Tripartite) Conference- September 1943.

8- The Indian Trade Unions (Amendment) Bill.

Please see item 9 under Fourth Standing Labour Committee Meeting, January 1944.

9. Whitley Councils.

The result of the experiment in the Dominion Secretariat is awaited. Meanwhile the question of establishing Joint Councils (Whitley Councils) in this Province is also under consideration.

EIGHTH MEETING OF THE STANDING LABOUR COMMITTEE.

15th and 16th March 1945.

1. Amendment to the Trade Disputes Act (Improvement of Government)Machinery for conciliation and adjudication.

Please see item 2 of the Sixth (Third Tripartite) Labour Conference, 1944.

2. Review of Employment in Industry and extent to which unemployment is likely to occur.

The Government of India have under consideration a proposal to formulate a scheme for the de-casualization of textile labour on the lines of the Bombay scheme.

3. Possibility of Welfare Trust Funds for industrial employees.

The employers have not reacted favourably to the starting of welfare trust funds for industrial employees on a voluntary basis.

4. Central Legislation for unregulated Factories.

The Madras Non-Power Factories Act, 1947, (Madras Act XXXVII of 1947) received the assent of the Governor-General on 3-4-1948.

5. The Mine Workers Charter as proposed by the Coal Mines Committee of the International Labour office.

There are no coal mines in the Madras Province.

6. Attitude of Employment Exchange during strikes and lock-outs.

Please see item IV under Seventh Labour Conference, 27th and 28th November 1945,

NINTH MEETING OF THE STANDING LABOUR COMMITTEE.

25th and 26th July 1946.

1. Legislation for Unregulated Factories.

Please see item 4 under Eighth Meeting of the Standing Labour Committee, 15th and 16th March 1945.

2. Regulation of conditions of employment etc., in business houses and commercial undertakings in urban areas.

The Madras Shops and Establishments Act, 1947 (Madras Act XXXVI of 1947) regulating conditions of work in shops, commercial establishments, restaurants, theatres and other establishments came into force in Municipal Towns and Major Panchayat Boards in the Province from 1-4-1948.

3. Revision of the Indian Factories Act, 1934.

A bill has been introduced in the Constituent Assembly of India (Legislative) to consolidate and amend the law regulating labour in factories. It has been referred to a Select Committee.

4. Holidays with Pay Act- Desirability of provision for paid holidays to workers in mines, unregulated factories, plantations, seamen, dock labour, local board.

The Government of India have taken necessary action in the matter.

5. Revision of the Employment of Children Act, 1939.

There is no need now to revise the Employment of children Act, 1939, in view of the passing into law of the Madras Non-Power Factories Act and the Madras Shops and Establishments Act

6. Revision of the Mines Act, 1923.

There are no coal mines in the Madras Province.

7. Report of the Housing Sub-Committee.

Final orders on the report are awaited.

8. Amendments to the International Labour Organisation.

No action by the Provincial Government is called for.

9. Consideration of the progress of work in the Directorate-General of Resettlement and Employment.

No action by the Provincial Government is called for.

10. International Labour Office Questionnaire on Minimum Standards of Social Policy in dependent Territories.

No action is called for.

PROVINCIAL LABOUR MINISTERS' CONFERENCE
14th And 15th October 1946.

1. Industrial Disputes Legislation.

The Industrial Disputes Act (Gentral Act XIV of 1947) came into force from 1 -4-1947. Please see also item 2 (a) of the First Standing Labour Committee Meeting- November December 1942.

2. A suggested programme of work during the next five years.

The Conference generally approved the programme. Please see letter No. LP. 17 (12) dated 3-3-1947 from the Government of India, Department of Labour to all Provincial Governments.

3. Co-ordination between Central and Provincial Governments in the formulation of labour policy and its administration

Please see item I under Indian Labour Conference, Ninth Session, 19th 20th and 21st April 1948.

4. Proposal to appoint forthwith a commission to inquire into the cause of prevailing industrial unrest and recommend to Government such short-term measures as can be implemented during the next twelve months and to suggest improvements, if any, in regard to the conciliation and adjudication Machinery.

The proposal to convene a Provincial Tripartite Labour Conference is still under the consideration of the Government.

5. Organization of an adequate Factory Inspection Service.

The Factory Inspectorate in the Madras Province has been strengthened from 1-4-1947.

6. Common Policy in Resettlement matters and the future development of the Resettlement and Employment Organisations.

It was agreed that the administrative control over the Employment Exchange Organization should be handed over to the Provinces after it had been properly organized.

The discussion indicated that for the time being control over the Exchanges should be left with the Central Government and that facilities should be given to Provincial Government to utilize the Exchanges.

7. Health Insurance Bill.

The Employees' State Insurance Act has been passed by the Dominion Legislature. Please see item 1 under Sixth (Third Tripartite) Labour Conference, October 1944.

LABOUR MINISTERS' CONFERENCE.
16th & 17th April 1947.

1. Holidays with Pay.

The Government of India are taking suitable action

to remedy the defects pointed out by certain Provincial Governments.

2. Housing;

Please see item 7 under Ninth Meeting of the Standing Labour Committee, 25th and 26th July 1946,

3. Future of Employment Exchange.

Please see item 6 under Provincial Labour Ministers' Conference, 14th and 15th October 1946.

4. Standardization of Occupational Terms.

With a view to standardising occupational terms and evolving a common nomenclature, certain publications showing civil equivalents against Services, trades have been issued. (Please see the five year programme of the Government of India).

5. Training of the Lower Supervisory staff in Industry (N.C.O) of Factory life) in other words, the Foreman charge-hand and Floor Managers.

The conference was of opinion that the question of making this training available to India Industry needs consideration.

6. Recommendation of the Advisory Committee on Technical Training (1944-46)

Training is given in various engineering and building trades at selected Government and private training centres. The Madras Government have agreed to participate in the scheme and to share the cost involved. The Government of India have made provision for a maximum of 30,000 seats. Please see the five year programme of the Government of India.

7. Personnel Management. The setting up of the ~~Industries~~ machine to promote and to prescribe on voluntary basis accepted standards of practice.

No decisions were arrived at the conference.

8. Desirability of collecting information relating to wages conditions of work in distributive trades and services.

This subject was suggested by the Government of Sind. As the collection of statistics recasting the wages, conditions of work etc., for distributive trades and services can only be made by a special staff, it was suggested that the Government of Sind may first proceed with the scheme.

9. Jurisdiction of Central and Provincial Government machineries for settlement of industrial disputes with particular reference to those arising in the Port of Calcutta.

The Government of India have already issued instructions regarding the jurisdiction of officers under their control. No action is called for in this ~~Province~~, province.

10. Bill for regulating the employment of Dock Workers.

The Dockworkers (Regulation of Employment) Act, 1948, has been passed by the Dominion Legislature.

11. Amendment to the Indian Trade Unions Act

Please see item 1 of the Fifth Meeting of the Standing Labour Committee, June 1944.

EIGHTH SESSION OF THE INDIAN LABOUR CONFERENCE (LABOUR MINISTERS' CONFERENCE) 21st and 22nd April, 1947.

1. Report of action taken on the decisions of the previous meetings of the Labour Conference and Standing Labour and Standing Labour Committee.

Reports of action taken are submitted to Government every year.

2. Brief Report on Labour Policy and Administration during the previous year.

The report was submitted to Government.

3. Report of the action taken on the reports of the Labour Investigation Committee.

The Reports were examined in consultation with the Commissioner of Labour, and action taken wherever necessary.

4. Replies of the Government of India to the International Labour Office and the draft conventions forwarded by the I.L.O. on the follwoing subjects:-

(a) Organization of Labour inspection in industrial and commercial undertakings.

The organization of labour inspection in this Province consists of a Chief Inspector of Factories who is also the Commissioner of Labour, a Deputy Chief Inspector of Factories, a Deputy Commissioner of Labour, an Assistant Commissioner of Labour, 22 Inspectors of Factories, 3 Inspectresses of Factories and 13 Labour Conciliation Officers.

A proposal to appoint separate Inspectors under the Madras Shops and Establishments Act and the Madras Non-Power Factories Act is under the consideration of Government.

(b) Social Policy in non-metropolitan territories.

The Government of Madras have no objection to the draft conventions being adopted by the International Labour Organization Conference. Please see letter No. 198 dated 20-1-1947 fromtthe Joint Secretary to Government. Development Department, to the Government of India, Department of Labour.

(c) Employment Service Organization.

In G.O. No. 1423 Misc. dated 22-3-1948 the Government of Madras have ordered that the scope of the Employment Exchanges should be extended to all categories of employment seekers. Please see also item 6 of Third Standing Labour Committee Meeting, May 1943.

5. Industrial Employment (Standing Orders) Central Rules, 1946.

5. Industrial Employment (Standing Orders) Central Rules, 1946.

The Dominion Government have passed the Central Rules.

6. Desirability of collecting information relating to wages, conditions of work in distributive trades and services- (Proposals made by the Sind Government).

Please see item 8 of the Labour Ministers' Conference, 16th and 17th April 1947.

7. Attitude of Employment Exchanges during strikes and lock-outs.

Please see item IV of the Seventh Labour Conference, 27th and 28th November 1945.

8. Bill for regulating employment of dock-labour.

Please see item 10 of the Labour Ministers' conference, 16th and 17th April 1947.

9. Note on the constitution of the Indian Labour Conference and Standing Labour Committee.

No action is called for.

NINTH SESSION OF THE INDIAN LABOUR CONFERENCE AND THE TENTH MEETING OF THE STANDING LABOUR COMMITTEE.

19th, 20th and 21st April 1948 at New Delhi.

1. Report on Labour Policy and administration:

No action is called for.

2. A survey of the present position in regard to Works Committees.

Works Committees are being formed in industrial establishments where 100 or more workers are employed.

3. A report on the activities of the Director General of Settlement and Employment.

No action is called for.

4. Action taken on previous decisions of Indian Labour Conferences and Standing Labour Committees.

A report on the action taken on the decisions of Indian Labour Conferences and Standing Labour Committee is submitted to Government every year.

5. Replies and comments of the Government of India to the International Labour Organization questionnaires and reports.

No action is called for.

6. Implementation of the Industrial Statistics Act, 1942 for collection of Labour statistics.

Financial help from the Central Government for employing adequate staff has been sought for.

7. Compulsory Provident Fund for Industrial Workers.

The Government of India have introduced in the Dominion Legislature a workers' Provident Fund Bill.

8. Decasualization of Labour in main industries.

The Conference generally approved the Bombay Scheme for textile workers. The scheme was commended for adoption in all industries.

9. Implementation of the Resolution on Industrial Truce passed at the Industries Conference held in December 1947.

The Conference generally approved the machinery outlined by the Dominion Government for enforcing the resolution on Industrial Truce. Action is being taken for the formation of Unit Production Committees and cotton textiles, jute, cement and iron and steel.

LABOUR MINISTERS' CONFERENCE

3rd & 4th May 1948.

1. The Minimum Wages Act.

Proposals for the setting up of wages boards and advisory committees are under the consideration of the Provincial Government.

2. Industrial Truce Resolution.

(a) Steps to be taken for the distribution of profits after meeting the fair demands of labour and capital and after setting aside an appropriate amount for the Reserve Fund.

The Government of India have set up a Committee on Profit sharing in Industries.

(b) Central and Provincial Machinery- Working of Works Committees and Production Committees.

Works Committees and Unit Production Committees are being set up in large and important industrial establishments in the Province.

3. Industrial housing: The financial and administrative details for giving effect to the decisions are awaited from the Government of India.

4. Measures taken by Provinces and States to strengthen the Inspection Services.

The factory inspectorate has been strengthened from 1-4-1947.

Sd. Superintendent.

/True copy/

Superintendent,
Madras Record Office.

SD/31- 7- 1953.